Legacy Systems Migration Agenda

- Introduction
- Overview
- Migration Alternatives
- Essential Elements of Information (EEI)
- Essential Tasks
- Break
- Expansion of EEI and Essential Tasks
- Sequencing of Critical Events
- Final Discussion

Challenges

- OPTEMPO – Global War on Terrorism
- Synchronization
- Functional and Technical Support of Personnel Transformation (HRTTF, DIMHRS, Army eHRS)

Organization

- Personnel Transformation Directorate (G1) is the Army Lead
- Army DIMHRS Office (PTD)
- Technology and Knowledge Management Division (PTD)
- HRC PT Working Group
- MACOMS
- Army Test and Evaluation Center
- PERSINSD Transformation and Analysis Office
- Other Groups (HRC-STL, EREC, Directorates, etc.)

USA Human Resources Command

Other Key Organizations

- JR&IO
  - Joint Integration Group
- JPMO
  - Technical Integration Group
  - Systems Engineering Integrated Product Team
  - Integrated Product Teams
 - Developer/Implementer
- DFAS

Systems Migration Guidance

- Moratorium on Army Personnel Information Systems (G-1, 18 July 2003)
  - Dr. Chu Memorandum, etc.
- AKM Memorandum Number 3 – Personnel System Transformation
  - Army eHRS
- Migration Strategy for the Transition of Legacy Systems (DIMHRS Pers/Pay, August 2003)
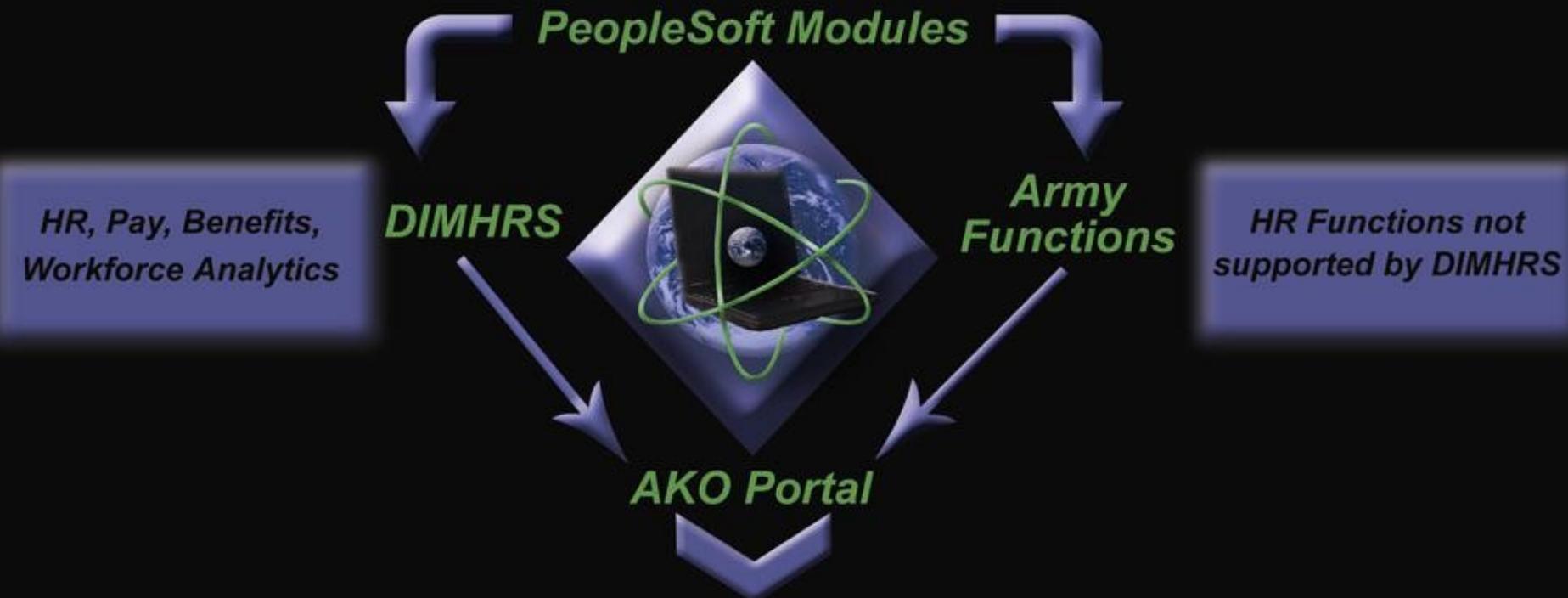
DIMHRS IOC

Other Services Deployment (FY06)
Full Operating Capability (FY07)

Army IOC

1st QTR 06

Issue Resolution and Policy Revision

Testing — *3rd QTR 05*

End User Training — *(TBD)*

Army Data Load into DIMHRS — *4th QTR 04*

Army Data Validation — *2nd QTR 04*

Workflow & Business Process Development — *TBD*

Business Area Review — *1st QTR 04*

Developer/Implementer Contract — *4th QTR 03*

eHRS INITIAL OPERATING CAPABILITIES (IOC)

Army IOC

1st QTR 05

Issue Resolution and Policy Revision

User Training	4th QTR 04
Testing	3rd QTR 04
Load Army Data (eHRS)	2nd QTR 04
Army Data Validation	2nd QTR 04
Workflow & Business Process Development	TBD
Developer/Implementer Contract	4th QTR 03
Army eHRS Lab Facility	4th QTR 03
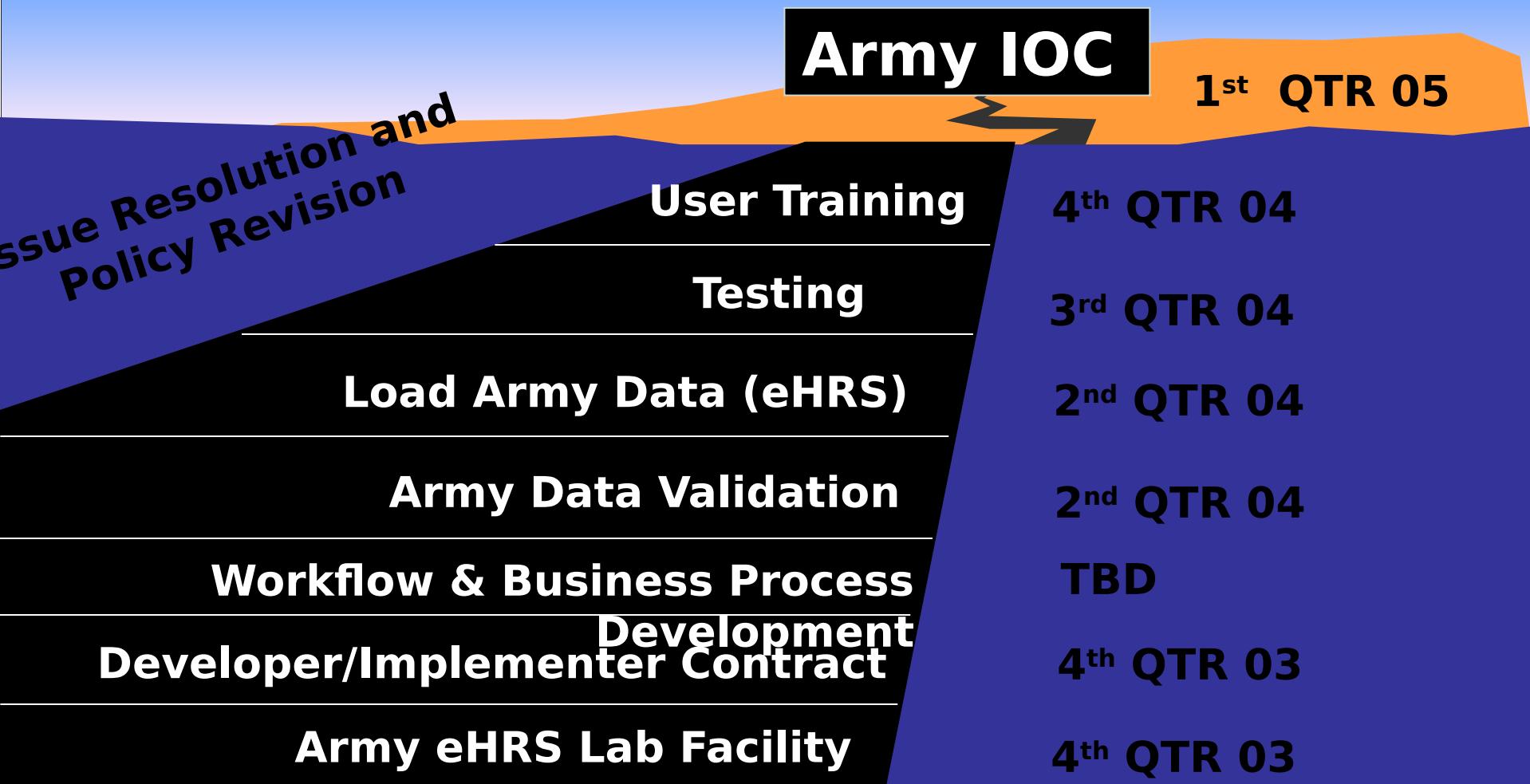
Legacy System Alternatives

- DIMHRS (PERS/Pay)
- Army eHRS
- Persistent System (DIMHRS/Army)
- Eliminate the System
- Hybrid (Worst of all Evils)

Essential Elements of Information

- Degree to Which DIMHRS will Replace Appendix H Systems
- Systems/Functions Army eHRS will Replace
- DIMHRS/Army eHRS Data Model
- DIMHRS Migration Strategy
- Army eHRS Migration Strategy
- Near-term Milestones for DIMHRS and Army eHRS Developer/Implementers

Essential Tasks

- Develop an Enterprise Architecture that Supports Army eHRS and DIMHRS
- Develop an Integrated Deployment Schedule that Synchronizes DIMHRS and Army Critical Activities
- Complete Gap Analysis of Appendix H Systems
- Provide Written Requests for Additional DIMHRS Functionality to JR&IO
- Determine which Systems and Functions will be replaced by Army eHRS

Essential Tasks (CONT.)

- Determine and Execute Disposition of Systems/Functions (if any) <u>NOT</u> Replaced by DIMHRS or Army eHRS

- Data Migration Tasks (Covered in a Separate Group)

- Risk Mitigation Plan